



## VACANCY ADVERTISEMENT

Applications are invited from suitably qualified candidates for the position of

### TREASURER PATERSON GRADE D4

The Treasurer is responsible for managing the Bank's corporate function, overseeing capital, funding, liquidity, and financial risk management (including interest rate, FX, and counterparty risks). The role is pivotal in optimising the Bank's capital structure and funding diversification to support sustainable growth in alignment with the Bank's developmental mandate and objectives.

#### KEY PERFORMANCE AREAS

##### STRATEGY PLANNING AND IMPLEMENTATION

- Plan, develop and implement the bank's treasury objectives.
- Develop long-term financial plans that align with the Bank's overall business strategy; analyse and communicate scenarios and sensitivities to the executive management team.
- Develop and implement funding strategies to ensure the bank is adequately funded at an optimal cost, enabling the fulfilment of its developmental mandate.
- Develop and implement treasury management policies, guidelines, and procedures.
- Monitor and evaluate the bank's treasury activities, ensuring the optimal utilization of financial resources (i.e. funding, liquidity, and capital).

##### OPERATIONAL MANAGEMENT

- Manage the Bank's capital, funding and liquidity by forecasting and planning balance sheet strategies.
- Raise funds from local and international markets. Issue bonds in local markets for both funding and capital market development in Namibia.
- Develop relevant investors roadshow information when necessary.
- Monitor the bank's cost of funds and factoring it into loan pricing decisions to maintain a balance between sustainability and competitiveness.
- Compile and monitor a 12-month cash flow forecast to manage short term liquidity.
- Monitor the bank's borrowing covenants.
- Develop and implement investment strategies in accordance with the bank's treasury management policy to ensure optimal returns on the bank's liquid assets, managing them against recognized industry benchmarks and maximizing returns.
- Develop an optimal capital structure that maximizes equity returns whilst meeting the requirements of the regulators and other stakeholders.
- Monitor and manage the Bank's capital adequacy in line with the Board-approved Capital Management Framework.
- Manage the bank's credit rating process.
- Identify, assess, and manage financial risks, including liquidity risk, interest rate risk, and foreign currency risk, to safeguard the bank's financial stability.
- Determine market sentiments and monitor local and international financial market performance.
- Provide support for the development of new lending products, ensuring sufficient funding.

##### PEOPLE MANAGEMENT

- Lead and coach direct reports, fostering a culture of excellence and continuous improvement.

- Set performance standards/ key performance indicators for the team and track daily and/or accordance with the annual performance reviews.

#### EDUCATION, EXPERIENCE AND SKILLS

- A post graduate qualification or equivalent (NQF level 8).
- CA, CFA, ACI, FRM or MBA (financial concentration) with strong treasury expertise.
- A minimum of 10 years' experience in Banking and /or Development Finance Institution, of which 5 years should be in a treasury leadership role.
- Deep familiarity with local capital markets and debt issuance.
- Proven debt structuring, hedging, and liquidity modelling experience.
- Effective communication and consultative skills.
- A clear vision, strategic and innovative thinking skills.
- Interpersonal skills, including collaboration and teamwork.
- The ability to adapt.
- Excellent analytical and decision-making skills.
- Sound business acumen.
- A proactive and innovative approach to work and problem solving.
- Sound emotional intelligence and customer orientation.

Applications will only be accepted from Namibian citizens.

**The closing date for applications is Wednesday, 20 August 2025.**

The DBN offers market related remuneration packages commensurate with experience and qualifications. Applications will be treated with strict confidence.

Interested candidates should forward their resumes, which should include three contactable references and certified supporting documents to:

**Acting Manager: Human Capital and Organizational Development,** Development Bank of Namibia, 12 Daniel Munamava Street, P. O. Box 235, Windhoek.

**E-mail:** recruitment@dbn.com.na.

No hard copy submissions will be accepted.

Applicants who do not receive any response within three weeks after the closing date must accept that their applications were not considered favorably.



Development  
Bank of Namibia